

## MEMORANDUM OF AGREEMENT

Whereas, the Lyndhurst School District (hereinafter "The District") and the Lyndhurst Education Association (hereinafter "the Association") have engaged in negotiations in good faith in an effort to arrive at a successor Collective Bargaining Agreement (hereinafter "Agreement") to that which expired on June 30, 2016.

Whereas, the District and the Association intend by this Memorandum of Agreement to set forth the modification, amendments, and changes to the aforesaid Agreement to be effective on July 1, 2016.

Whereas, this Memorandum of Agreement is made this \_\_\_\_ day of August 2017, by and between the negotiating teams representing the Board and the Association.

Now, therefore, in consideration of the mutual covenants contained herein, the parties stipulate as to the following:

Duration: three (3) year; July 1, 2016 – June 30, 2019

Whereas, this Agreement shall cover all current, retired, and resigned employees for the period from July 1, 2016 to June 30, 2019, with all changes retroactive to the commencement date of the successor contract unless otherwise noted.

Whereas, this Agreement is subject to mutual development of salary guides.

Whereas, this Memorandum of Agreement shall include separately pages 1-12 as "New Language" changes.

Agreed upon items for ratification by the Lyndhurst Board of Education and the Lyndhurst Education Association:

- **Salary increases for teachers, secretaries and custodians** as follows:
  - Year 1 (2016-17) - 2.7% (will be retroactive inclusive of increment)
  - Year 2 (2017-18) - 2.5% (inclusive of increment)
  - Year 3 (2018-19) - 2.9% (inclusive of increment)
- **Health Benefits contribution** by employees will be capped at 26% (effective January 1, 2018)
- **Teacher's Work Time**
  - Teacher's work time is increased by 100 minutes/week (+20 minutes Mon, Tues, Wed., +30 min Thursday [mandatory common planning time after school], +10 min Fridays)

- Schedule as follows:
  - LHS and Upper Elementary Schools: Mon, Tues, Wed: 7:55 - 3:00; Thurs: 7:55-3:15, Friday: 7:55 - 2:45
  - Lower Elementary Schools: Mon, Tues, Wed: 8:15 - 3:20; Thurs: 8:15 - 3:35, Friday: 8:15 - 3:05
  - Memorial Campus: Mon, Tues, Wed: 8:05 - 3:10; Thursday, 8:05 - 3:25; Friday: 8:05 - 2:55
- **Monthly Meetings:**
  - PLC Time is reduced from 70 minutes to 60 minutes (10.meetings/year =deduction of 100 minutes/year).
  - Articulations will be once/month to total 10/year (this is an increase of 2 meetings/year = increase of 120 minutes/year). Overall, this results in an additional 10 minutes of staff development time annually.
- **Lunch Duty Opportunities:**
  - Faculty will be presented with the opportunity to work as lunch monitors at current rate of \$28/day (current contract suggests that this is a self-sufficient program and does not involve teachers except in emergency situations - many teachers like the opportunity to make extra money at lunch)
- **PD on Single Session Days**
  - Single Session Days that include PD for teachers in the afternoon will routinely conduct the PD from 1:15 - 3:15pm for all faculty (decrease of approx 45 min for teachers on each SS day with PM PD)
- **Staff Attendance Bonuses**
  - As an incentive to improve staff attendance, and recognize those who do achieve high attendance percentages, the Annual Attendance Bonuses will be increased as follows:
    - 0 to 1: From \$200 to \$500
    - 2 to 3: From \$150 to \$300
    - 4 to 5: From \$100 to \$150
- **Athletic Trainer**
  - The athletic trainer will have a separate contract within this contract, making it a 12-month position.
- **HS Nurse Stipend for HS Athletics**
  - As compensation for all health-related HS athletic requirements during the school year and during the summer months, and to serve as a liaison between the district and the school physician, the HS Nurse will receive an annual stipend in the amount of \$3,500.

- **Affirmative Action Officer**
  - To maintain alignment with the Administrative Affirmative Action Officer, the LEA Representative will be provided a stipend of \$1000 (currently a non-compensated but NJDOE required position)
- **Longevity Bonuses**
  - Longevity Bonuses are now capped at 30 years:
  - 20 years: \$2,550
  - 25 years: \$2,950
  - 30 years: \$3,450
- **Paycheck/Paycheck Stubs**
  - All paychecks will be paid through Direct Deposit and, once program is effective, all paystubs will be available through the employee portal. There will be no more paper distribution of paystubs once this program is placed into effect.  
(Anticipated effective date - November 2017)

Date: 8/24/17

Board of Education:

John J. Kehoe  
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\_\_\_\_\_  
\_\_\_\_\_

Date: 8/24/17

Association:

NEA  
Oliver Sica  
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